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ABSTRACT

Most of this report consists of data in tables covering the following items: the total instructional staff, the faculty under tenure rules, the temporary instructional staff, salaries, new faculty, the rate of promotion of faculty women, length of service to Michigan State University, women in administrative positions, women graduate students, total enrollments of women at Michigan State University, degrees granted to women at Michigan State University, changes in the number of women faculty since 1962, promotion recommendations, and other staff. The data are summarized in 2 pages. Findings include the fact that a greater percentage of men than women are under tenure rules. Men's salaries are generally higher. The scarcity of women in some fields does not always reflect a scarcity of women with doctorate degrees. A greater percentage of women applicant were accepted to graduate study than men, yet a smaller percentage of women than of men received financial aid. And while women students have increased significantly among enrollees and degrees earned in a 9 year period, the number of women faculty under tenure rules remained the same. (LR)

ED056630

A COMPILATION OF DATA

ON

FACULTY WOMEN AND WOMEN ENROLLED

AT MICHIGAN STATE UNIVERSITY

U.S. DEPARTMENT OF HEALTH,
EDUCATION & WELFARE
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A COMPILATION OF DATA ON FACULTY WOMEN AND WOMEN ENROLLED AT MICHIGAN STATE UNIVERSITY

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A COMPILATION OF DATA ON FACULTY WOMEN AND WOMEN ENROLLED AT MICHIGAN STATE UNIVERSITY

Introduction

On February 23, 1970, the Provost asked the Office of Institutional Research to compile whatever available data might be useful in responding to recent inquiries regarding the number and status of professional women on the campus of Michigan State University. Specifically he requested data which might be studied to find whether discrimination against women exists on the campus, and, if so, what the nature of the discrimination is and where it exists.

The report is organized around those areas where discrimination is most often suspected: 1) the number of faculty women employed, their salary, rank, rate of promotion, and title, and 2) the number, status and pay scale of temporary women faculty, and 3) the number of women graduate students admitted, encouraged by financial aid, and finally awarded degrees.

The report does not exhaust all the possibilities for data useful for investigation into the status of professional women, but does include what it was possible to gather in a limited time. Data on professional women are not easily compiled. Many of the records the University normally maintains do not include a code for sex, and where such a code exists, the University has not always used it for compiling reports. This report may than be considered a "first" in some areas.

A SUMMARY OF THE FINDINGS

1. During the fall term, 1969, MSU had 2,097 faculty members employed under tenure rules. Of these, 221 (10.5%) were women. (Tables 1 and 5)

2. Among the faculty under tenure rules, 4.9% of the professors were women; 10.9% of the associate professors; 13.6% of the assistant professors; and 29.2% of the instructors. Women also accounted for 52.3% of the temporary faculty (assistant instructor through professor), and 20.1% of the graduate assistants. (Table 5)

3. Slightly over 67% of the faculty men under tenure rules were tenured and 48% of the women. (Table 2)

4. In those departments where it was possible to compare salaries of men and women faculty with the same rank and position, the median salaries of men were generally higher. Largest differences were at the upper ranks. It should be noted, however, that in some departments the salary of one woman was compared with the median salary of a sizable group of men.

5. The median number of years women serve at a given rank did not appear to be different from the number of years faculty usually remain at a given rank before promotion. No data for men were immediately available for comparison. (Tables 12-15)

6. Half of the women professors have been at MSU 17 years or more, half of the associate professors 11 years or more, half of the assistant professors three years or more, and half the instructors two years or more. Fourteen assistant professors were first appointed before 1950. (Table 16)

7. Thirteen of the 153 temporary faculty women have been employed by MSU ten years or more. One of the instructors has taught 25 years, and two assistant professors 24 years. (Table 17)

8. Twelve of the 221 women with academic rank and under tenure rules hold administrative positions; six of the twelve are in the College of Home Economics. (Table 18)

9. The scarcity of women in some fields does not always reflect a scarcity of women with doctor's degrees. In Education, for example, the ratio of doctorates awarded to men and women in 1965-68 in all U. S. universities was 4:1. The ratio of new MSU faculty employed in Education, under tenure rules, in those years, was 15:1. The departments of English, History, Humanities in the University College, and Chemistry added no women to their faculties in those years, although more doctorates were awarded to women in those fields than any others with the exception of Education. (Table 11)

10. Of those who applied for graduate study in 1968-69, a larger percentage of women than of men was admitted in every college except Agriculture. (Table 19)

11. Of those graduate students enrolled Fall Term, 1969, a smaller percentage of women than of men received financial aid in the form of fellowships, scholarships, and/or graduate assistanships. (Tables 20-21)

12. Women accounted for 35% of the total enrollment at MSU in 1960 and 42% in 1969. Women accounted for 20% of the graduate enrollment in 1960 and 28% in 1969. (Table 22)

13. The total enrollment of men at MSU increased 59.4% from 1960-69 and the enrollment of women 83.5%. (Table 23)

14. In 1968-69, women were awarded 45% of the bachelor's degrees, 31% of the master's degrees, and 11% of the doctor's degrees. (Table 24)

15. The percentage of women faculty under tenure rules during Fall Term, 1969, was not much different from the percentage Fall Term, 1962. The largest increases were in Social Science and in the University College. (Table 25)

16. About 9.3% of those recommended for promotion this spring are women. Promotions have been recommended for 15.4% of the men now associate professors and 16.9% of the women now associate professors. Promotions have also been recommended for 20.6% of the men and 9.5% of the women now assistant professors, and 6.1% of the men and 4.3% of the women now instructors. (Table 26)

17. Among staff members without faculty rank, 29.6% are women. Largest numbers of these are agricultural extension agents and librarians. (Table 27)

TABLE 1

TOTAL INSTRUCTIONAL STAFF, FALL, 1969

Rank	MEN			WOMEN		
	Under Tenure Rules	% Tenured	Temporary	Under Tenure Rules	% Tenured	Temporary
Professor	303	99.9	20	41	97.6	4
Assoc. Professor	488	86.7	14	59	91.5	2
Asst. Professor	471	8.7	47	74	16.2	16
Instructor	114		148	47		131
Asst. Instructor			28			129
Grad. Asst.			1870			470
Total	1876		2127	221		751

Source: Faculty Records, Office of Assistant to the Provost, October 1, 1969

List of Graduate Assistants, Office of Advanced Graduate Studies, Fall Term, 1969

TABLE 2

TOTAL INSTRUCTIONAL STAFF, FALL, 1969
BY COLLEGE, RANK, TENURE STATUS AND SEX

College/ Admin Unit	Under Tenure Rules	% Tenured	Temporary*	Under Tenure Rules	% Tenured	Temporary*
Agriculture	308	76.6	326	1	100.0	26
Arts and Letters	223	63.2	200	31	54.8	139
Business	99	77.8	189	5	80.0	9
Communication Arts	58	65.5	88	6	16.7	32
Education	156	72.4	154	26	50.0	115
Engineering	93	72.0	108	1		4
Home Economics	9	55.6	7	48	54.2	72
Human Medicine	27	48.1	21	4	25.0	10
James Madison	13	15.4	16	1	-	6
Justin Morrill	14	71.4	19	4	25.0	10
Lyman Briggs	11	44.4	8	1	100.0	3
Natural Science	244	70.5	526	27	33.3	81
Social Science	188	62.2	230	15	53.3	86
University College	175	58.3	25	28	35.7	85
Veterinary Medicine	104	59.6	84	9	55.6	25
Provost's Office	68	74.6	64	5	80.0	9
Vice-Presidents' Ofcs.	45	66.6	61	9	55.6	39
President's Office	41	61.0	1	-	-	-
Total	1876	67.4	2127	221	48.0	751

* Includes all ranks, including Assistant Instructors and Graduate Assistants.

TABLE 3

TOTAL FACULTY APPOINTED UNDER TENURE RULES, BY COLLEGE, RANK, TENURE STATUS, AND SEX

College/Admin Unit	TOTAL MEN				TOTAL WOMEN				MEN WITH TENURE			WOMEN WITH TENURE		
	Prof	Assoc	Asst	Inst	Prof	Assoc	Asst	Inst	Prof	Assoc	Asst	Prof	Assoc	Asst
Agriculture	150	86	68	4			1		150	78	8			1
Arts and Letters	83	60	63	17	3	15	7	6	83	54	4	2	12	3
Business	60	17	20	2	2	2	1		60	16	1	2	2	
Comm. Arts	18	24	13	3		1	4	1	18	20			1	
Education	73	41	32	10	6	5	13	2	73	35	5	6	4	3
Engineering	37	30	22	4			1		37	26	4			
Home Economics	3	3	2	1	13	11	10	14	3	2		13	11	2
Human Medicine	10	11	6			1	3		10	3			1	
James Madison	2		2	9			1		2					
Justin Morrill	4	6	2	2		1		3	4	6			1	
Lyman Briggs	2	2	5	2		1			2	2			1	
Natural Science	109	73	62		3	4	12	8	108	62	2	3	4	2
Social Science	83	39	56	10	4	4	7		83	34		4	4	
University College	72	25	58	20	2	8	9	9	72	26	4	2	7	1
Veterinary Medicine	36	32	23	13	2	3	1	3	36	23	3	2	3	
Provost's Office	29	21	14	4	3	1	1		29	19	2	3	1	
Vice-Presidents' Ofc.	23	9	13		3	2	3	1	23	8	1	3	2	
President's Office	9	9	10	13					9	9	7			
Total	803	488	471	114	41	59	74	47	802	423	41	40	54	12
Total By Sex		(1876)				(221)				(1266)			(106)	

Faculty Count, Office of Assistant to the Provost, October 1, 1969

TABLE 4

TOTAL FACULTY UNDER TENURE RULES BY COLLEGE, DEPARTMENT, RANK, TENURE STATUS AND SEX

College/Department	Under Tenure Rules: Total Men Prof	Assoc	Asst	Inst	Under Tenure Rules: Total Women Prof	Assoc	Asst.	Inst	Tenured: Total Men Prof	Assoc	Asst	Tenured: Total Women Prof	Assoc	Asst
Agriculture														
Deans Office	1	1							1	1				1
Agric. Econ.	22	12	8	1					22	10	1			
Agric. Engr.	8	8	5	-					8	[illegible]	1			
Animal Husb.	11	5	2						11	[illegible]				
Biochem.	10	[illegible]	5						10	[illegible]				
Crop/Soil Sci	25	7	11						25	7	1			
Dairy	8	8	4						8	8				
Ext. Pers.			1								1			
Fish. & W.L.	5	2	3						5	1				
Food Science	13	[illegible]							13	5				
Forest Prod.	3		2	2					3					
Forestry	[illegible]	7	[illegible]						[illegible]	7	2			
Horticulture	13	9	[illegible]	1					13	8	2			
Nat. Res.	1								1					
Poultry	5	2	2						5	1				
Res. Dev.	[illegible]	1	[illegible]						[illegible]					
Sub. Total	137	74	[illegible]	4					137	67	8			1
Ag. Exp. Sta.	2								2					
Ag. Tech. Inst.	1		2						1					
Intern. Agric.	1								1					
Plant Res.	4	[illegible]	3						4	6				
Sub. Total	8	[illegible]	5						8	6				

(continued)

Scurce: Faculty Records, Office of Assistant to the Provost, October 1, 1959

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst.	Inst	Total Women Prof	Assoc	Asst	Inst	Total Men Prof	Assoc	Asst	Total Women Prof	Assoc	Asst
Coop Ext. Ad.	2	3							2	2				
Coop Ext. A ric	2	2							2	2				
Coop Ext. Mktg														
Coop Ext. Fam Lv.														
Coop Ext. 4-H	1	1	1	—	—	—	1	—	1	1	—	—	—	—
Sub Total	5	6	1				1		5	5				
Total College	150	38	38	4			1		150	78	8	—	—	1
Total By Sex		(308)				(1)				(236)			(1)	
Arts & Letters														
Dean's Office	1	1							1	1				
Art	9	11	9	2	1	2	1		9	11	1	1	2	
English	21	10	11	3	1	2			21	7	1	1	1	
German-Russian	5	1	9	3				3	5	1				
History	13	10	7	1		2			13	9			2	
Ling Or. Af. Lang.	1		6	1		1	1		1		1		1	
Music	15	11	12			3	4	2	15	10	1		3	3
Philosophy	8	6	4	2		1			8	5			1	
Religion	2	2							2	2				
Rom. Lang.	8	8	5	5	1	4	1	1	8	8	—	—	2	—
Total	83	60	63	17	3	15	7	6	83	54	4	2	12	3
Total By Sex		(223)				(31)				(141)			(17)	
Business														
Dean's Office	2	1							2	1				
Accounting	12	3	6						12	3				
Bus. & Ec. Res.	1		1						1					
Bus. Law Of. Ad.	1	2	4		2	1	1		1	2	1	2	1	
Economics	17	4	4	2					17	4				
Hotel Rest. I.M.	2	2	1			1			2	2			1	
Management	10	2	3						10	2				
Marketing	14	3	1						14	2				
Public Util.	1								1					
Total	60	17	20	2	2	2	1	—	60	16	1	2	2	—
Total By Sex		(99)				(5)				(77)			(4)	

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst	Inst	Total Women Prof	Assoc	Asst	Inst	Total Men Prof	Assoc	Asst.	Total Women Prof	Assoc	Asst
Communication Arts														
Dean's Office	1		1					1	1					
Advertising	2	3	1				1		2	1				
Aud. & Sp. S.	2	4	1	1		1	1		2	3			1	
Communication	8	6	6						8	5				
Journalism	2	4	2	1			1		2	4				
TV-Radio	2	4		1					2	4				
Theater	1	3	2				1		1	3				
Total	18	24	13	3	—	1	4	1	18	20	—	—	1	—
Total By Sex		(58)				(6)				(38)			(1)	
Education														
Dean's Office	2		1						2					
AHE	11	6							11	5				
Adv. Studies	2		1						2					
CPS&EP	13	6	4		2		1		13	5		2		
El. Spec.	10	9	11	1	2	3	2		10	8		2	3	
HPER	7	5	5	1	2	1	5	2	7	3	5	2	1	2
Hum Tch. Ctr.		1								1				
Human Learning	1								1					
Inst. Studies	3	1							3					
Learn. Systems		1		1			1			1				
Sec. Educ.	16	6	2	1		1	3		16	6				1
Sci. Mth T.C.	1	2	2				1		1	2				
Soc. Sci. Tch.														
Teacher Educ.	7	4	6	6					7	4				
Total	73	41	32	10	6	5	13	2	73	35	5	6	4	3
Total By Sex		(156)				(26)				(113)			(13)	

(continued)

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst	Inst	Total Women Prof	Assoc	Asst	Inst	Total Men Prof	Assoc	Asst	Total Women Prof	Assoc	Asst
Engineering														
Dean's Office	1		2						1					
Chemical	4	4	1						4	4				
Civ/San	5	4	2						5	3				
Comp. Inst. S.S.	1		1						1					
Comp. Lab														
Comp Sci	2	2	4	3					2	2				
Elec. Engr.	7	8	5				1		7	6	1			
Eng. Inst. Serv.	1		2	1					1		2			
Mechanical	8	8	2						3	7	1			
MMM	8	4	3						8	4				
Total	37	30	22	4			1		37	26	4			
Total By Sex		(93)				(1)				(67)			(0)	
Home Economics														
Dean's Office					3		1					3		
Fam. Child Sci.	1	2			5	3	2	5	1	1		5	3	
Foods & Nutr.	1	1	1		1	2	2	3	1	1		1	2	
Inst. Admin.					2	2	2					2	2	1
Text. Clo. Rel. Arts	1		1	1	2	4	3	6	1			2	4	1
Total	3	3	2	1	13	11	10	14	3	2		13	11	2
Total By Sex		(9)				(48)				(5)			(26)	
Human Medicine														
Dean's Office	2	1							2	1				
Hum. Dev.	1		2				2		1					
Med. Educ.	2	2	1			1			2				1	
Medicine	4	4	1				1		4	1				
Psychiatry	1	4	2						1	1				
Total	10	11	6			1	3		10	3			1	
Total By Sex		(27)				(4)				(13)			(1)	
James Madison	2		2	9			1		2					
Justin Morrill	4	6	2	2		1		3	4	6			1	
Lyman Briggs	2	2	5	2		1			2	2			1	

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst	Inst	Total Women P of	Assoc	Asst	Inst	Tenured Total Men Prof	Assoc	Asst	Total Women Prof	Assoc	Asst
Natural Science														
Dean's Office	4	1							4	1				
Astronomy	1		3						1					
Bio Sci	1								1					
Biophysics	2	3							2	1				
Botany	16	7	8						16	7				
Chemistry	14	9	9						14	9				
Entomology	6	5	6						6	5	1			
Geology	6	3	2						6	2				
Kellogg	1	2							1	1				
Mathematics	20	24	21			1			20	21	1		1	
Nursing					2	2	10	8				2	2	1
Physics	24	8	7				1		23	6				1
Statistics	4	6	3		1		1		4	5		1		
Zoology	10	5	3			1			10	4			1	
Total	109	73	62		3	4	12	8	108	62	2	3	4	2
Total By Sex			(244)				(27)				(172)			(9)
Social Science														
Dean's Office	3	2							3	2				
Anthropology	4	6	5						4	6				
Geography	7	5	3	2					7	3				
LIR	10	1	2	2		1			10	1			1	
Police Adm.	6	3	2	2					6	2				
Political Science	8	5	15			1	1		8	5			1	
Psychology	24	7	15		2	1	2		24	7		2	1	
Soc. Sci. Res.														
Social Work	2	3	4		2	1	2		2	2		2	1	
Sociology	12	2	7	2			2		12	2				
Afr & As. Studies Ctrs	1								1					
Urb. Plng. Ld. Arch	6	5	3	2					6	4				
Total	83	39	56	10	4	4	7		83	34		4	4	
Total By Sex			(188)				(15)				(117)			(8)

(continued)

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst	Inst	Total Women Prof	Assoc	Asst	Inst	Total Men Prof	Assoc	Asst	Total Women Prof	Assoc	Asst
University College														
Dean's Office	5						1		5					
Amer. Thgt. & Lang	14	7	10	10	1	3	3	6	14	7		1	3	1
Humanities	16	5	20	3					16	5				
Nat. Sci.	14	11	20	4	1	5	5	2	14	12	4	1	4	
Social Science	15	2	8	3				1	15	2				
Eval Serv.	8								8					
Total	72	25	58	20	2	8	9	9	72	26	4	2	7	1
Total By Sex		(175)				(28)				(102)			(10)	
Veterinary Medicine														
Dean's Office	4								4					
Anatomy	1	6	5		1				1	4		1		
Lab. Animal		2		4			1							
Large Animal	4	2	1	5					4	1	1			
Microb. P.H.	9	4	6	1		3			9	3	2		3	
Med. Technology					1			1				1		
Pathology	9	1	3	1				1	9					
Pharmacology	1	2	5						1	1				
Physiology	6	12	1						6	11				
Small Animal	2	3	2	2				1	2	3				
Total	36	32	23	13	2	3	1	3	36	23	3	2	3	
Total By Sex		(104)				(9)				(62)			(5)	

(continued)

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst	Inst	Total Women Prof	Assoc	Asst	Inst	Total Men Prof	Assoc	Asst	Total Women Prof	Assoc	Asst
Provost														
Provost's Office	3	1							3	1				
Abrams Planet.			1											
Aerospace & M. Sci			1											
Biol.& Med	2								2					
Cont. Educ.	11	10	7	2					11	9	1			
Equal. Oppor & W.A	2	1	1						2					
Graduate Studies	1		1						1					
Honors College	1	1		2	2				1	1		2		
Inst. Research	1	2			1	1	1		1	2		1	1	
Inst. Dev. & Ln Sv	3								3					
Inst. Media Ctr.	3	3	3						3	2	1			
Libraries	1	1							1	1				
Museum	1	3							1	3				
Total	29	21	14	4	3	1	1		29	19	2	3	1	
Total By Sex		(68)				(5)				(50)			(4)	
President														
President's Off.	1								1					
Campus Planning	2	1							2	1				
Intercol. Athl.	2	5	9	13					2	5	7			
Internat. Prog.	3	2	1						3	2				
MSU Press		1								1				
Ombudsman	1								1					
Total	9	9	10	13					9	9	7			
Total By Sex		(41)				(-)				(25)			(-)	
Vice-Pres. Univ. Rel	1								1					
Info. Serv.	1	1	1						1	1	1			
Total	2	1	1						2	1	1			
Total By Sex		(4)				(-)				(4)			(-)	
Vice-Pres. Spec. Prj	2								2					
Registrar	1								1					
Total	3								3					
Total By Sex		(3)				(0)				(-)			(-)	

TABLE 4 (continued)

College/Department	Total Men Prof	Assoc	Asst	Inst	Total Women Prof	Assoc	Asst	Inst	Total Men Prof	Assoc	Asst	Total Women Prof	Assoc	Asst
Vice-Pres Res. & Dev	3								3					
Water Res	1	1	1	—	—	—	—	—	1	1	1	—	—	—
Total	4	1	1						4	1	1			
Total By Sex		(6)				(-)				(6)			(-)	
Exec. Vice Pres	1								1					
Space Utilz.	1								1					
Placement	—	2	—	—	—	—	—	—	—	1	—	—	—	—
Total	2	2							2	1				
Total By Sex		(4)				(-)				(3)			(-)	
Vice-Pres Stu. Afr	2		1		1				2			1		
Couns. Ctr.	7	5	7		2	2	2		7	5		2	2	
Health Ctr.	1		1						1					
Intramurals	1	—	2	—	—	—	1	1	1	—	—	—	—	—
Total	11	5	11		3	2	3	1	11	5		3	2	
Total By Sex		(27)				(9)				(16)			(5)	
Vice Pres. Bus. Fin.														
Dorms	1	—	—	—	—	—	—	—	1	—	—	—	—	—
Total	1								1					
Total By Sex		(1)				(-)				(1)			(-)	

TABLE 5

PERCENTAGE OF FACULTY UNDER TENURE RULES
WHO ARE WOMEN
BY COLLEGE AND RANK

College	Professor	Assoc. Prof.	Asst. Prof.	Instr.	Total
Agriculture (incl. Ag. Extens.)	-	-	1.5	-	.3
Arts & Letters	3.5	20.0	10.0	26.1	12.2
Business	3.2	10.5	4.8	-	4.8
Comm. Arts	-	4.2	23.5	33.3	9.4
Education	7.6	10.9	29.9	20.0	14.3
Engineering	-	-	4.3	-	1.1
Home Economics	81.3	78.6	83.3	93.3	84.2
Human Medicine	-	8.5	33.3	-	12.9
James Madison	-	-	33.3	-	7.7
Justin Morrill	-	14.3	-	60.0	22.2
Lyman Briggs	-	33.3	-	-	8.5
Natural Science	2.7	5.2	16.2	-	10.0
Social Science	4.6	9.3	11.1	-	7.4
University College	14.3	24.2	13.4	31.0	13.8
Veterinary Medicine	5.3	8.6	4.2	18.8	8.0
Provost, Vice-Presidents, President	9.0	7.1	9.8	5.6	8.3
Total	4.9	10.8	13.6	29.2	10.5

TABLE 6

TEMPORARY FACULTY BY COLLEGE, RANK, AND SEX*

College/Department	MEN						WOMEN						TOTAL	
	Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	Prof	Assoc Prof	Asst Prof	Inst.	Asst Inst	Grad Asst	M	W
Agriculture	2	1	7	1		300				2	1	23	326	26
Arts & Letters		1	5	16	1	177			2	16	10	111	200	139
Business	2	3	3	6		175			1	3		6	189	10
Communication Arts	1		1	5	1	80				6		26	88	32
Education	1	4		23	5	121	1		1	37	22	55	154	116
Engineering			6	9	1	92					2	2	108	4
Home Economics						7		1	1	15	10	44	7	71
Human Medicine		1	3	1	2	14	1		3	2	1	3	21	10
James Madison				2		14	1				3	2	16	6
Justin Morrill				17	1	1				8	2		19	10
Lyman Briggs				1		7						3	8	3
Natural Science	11	1	12	4	11	487			3	8	9	61	526	81
Social Science	3	1	2	9	1	214	1	1	5	8	3	68	230	86
University College			1	17		7				22	59	4	25	85
Veterinary Medicine		2	6	12	3	61				3	3	19	84	25
Provost				9	2	53					3	5	64	8
V. Presidents				1		60				1		38	61	39
President			1										1	
Total	20	14	47	148	28	1870	4	2	16	131	128	470	2127	751

* This table does not include the following temporary staff: Research Associates, 98 (10 women,; Librarians, 72 (49 wome Post-Doctoral Fellows, 9 (2 women); Consultants, 22 (2 women); Cooperative Extension Personnel, 260 (72 women); and Specialists, 52 (25 women).

TABLE 7

TEMPORARY FACULTY BY COLLEGE, DEPARTMENT, RANK AND SEX*

College/Department	MEN Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	WOMEN Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	TOTAL M	W
Agriculture														
Dean's Office														
Agr. Economics				1		36							37	
Agr. Engineering	1		1	6		22					1	1	30	2
Animal Husb.			1	1		13						1	15	1
Biochemistry	1			1		27				1		5	29	5
Crop/Soil Sci		1	3	2		34				1		2	40	1
Dairy						18						2	18	2
Extension Personnel						1							1	
Fisheries & Wildlife						20							20	
Food Science				1		29						5	30	5
Forestry				1		19							20	
Forest Products				1		3						1	4	1
Horticulture			1	1		30						2	32	2
Nat. Resources														
Poultry						10						1	10	1
Resource Development			1	1		22						3	24	3
AEC Plant Res.						14							14	6
Inst. Ag.						2							2	
Total	2	1	7	16		300				2	1	23	326	26
Arts & Letters														
Dean's Office						2							2	
Art						18				2	2	7	18	11
English			1	3		30				4		21	34	25
Engl. Lang. Ctr.		1		3		9					4	16	13	20
German-Russian				1		10				2	2	11	11	15
History			2	2		34						5	38	5
Ling. Or. Afr. Lang.			1		1	8					1	3	10	4
Music						33			1			7	33	8
Philosophy				2		16						6	18	
Religion						2							2	
Romance Languages			1	5		15			1	8	1	35	21	45
Total		1	5	16	1	177			2	16	10	111	200	139

* See Footnote, Table 6.

(continued)

TABLE 7 (continued)

College/Department	MEN						WOMEN						TOTAL	
	Prof	Assoc	Asst	Inst	Asst Inst	Grad Asst	Prof	Assoc	Asst	Instr	Asst Inst	Grad Asst	M	W
Business														
Dean's Office						9							9	
Accounting Fin. Adm			1			44							45	
Bus. Ec. Res.						4							4	
Bus. Law Ofc. Ad.				2		1				3			3	3
Economics	1		1	2		33						2	37	2
Hotel, Rest. I.M.		2	1	1		9							13	
Management	1	1		1		27						1	30	1
Marketing						47						3	47	3
Inst. Bus. Mgmt.						1							1	
Total	2	3	3	6	—	175	—	—	—	3	—	6	189	9

(continued)

TABLE 7 (continued)

College/Department	MEN Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	WOMEN Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	TOTAL M	TOTAL W
Communication Arts														
Dean's Office														
Advertising					1	7						4	8	4
Audiology & Sp Sci	1			1						5		3	2	8
Communication						49						11	49	11
Journalism						2						2	2	2
TV-Radio				1		5						2	6	2
Theater			1	3		17				1		4	21	5
Total	1		1	5	1	80				6		26	88	32
Education														
Dean's Office				1									1	
Admin & Higher Ed.	1	1											2	
Advanced Studies										1				1
CPS & EP		2											2	
Elem. & Special Ed.				5						4			5	4
Health, Pe, Rec.				2	1	18				3	2	9	21	14
Human Learning						3						1	3	1
Humanities Tch. Ctr.														
Internat. Studies				1			1						1	1
Learning Systems				1						1			1	1
Secondary Educ.		1		4						4			5	4
Sci. Math Tchg. Ctr.				2		23						3	25	3
Social Sci. Tchg. Ctr.				4		2						5	6	5
Teacher Education				3	4	75				24	20	37	82	81
Total	1	4		23	5	121	1			37	22	55	154	115

(continued)

TABLE 7 (continued)

College/Department	MEN Prof	Assoc Prof	Asst Prof	Instr	Asst Inst	Grad Asst	WOMEN Prof	Assoc Prof	Asst Prof	Instr	Asst Inst	Grad Asst	TOTAL M	TOTAL W
Engineering														
Dean's Office				5							1		5	1
Chemical Engr.						3							3	
Civil/San Engr.						6							6	
Computer Inst. S.S.			1	2		12						1	15	1
Computer Lab						6							6	
Computer Science			1			8							9	
Electrical Engr.			1		1	15					1		17	1
Engr. Instr. Serv.				1		2							3	
Engineering Res.						24						1	24	1
Mechanical Engr.				1		3							4	
Metallurgy, Mech.			3			13							16	
Total	—	—	6	9	1	92	—	—	—	—	2	2	108	4
Home Economics														
Dean's Office										1	1	3		5
Family, Child Sci.						4			2	6	3	21	4	32
Foods & Nutrition						1		1			6	4	1	11
Inst. Admin.												5		5
Text. Clo Rel Arts						2				8		11	2	19
Total	—	—	—	—	—	7	—	1	2	15	10	44	7	72
Human Medicine														
Dean's Office			1			2				1			3	1
Human Development		1							1				1	1
Medical Educ. R&D			2		1	9				1		2	12	3
Medicine					1	1			2				2	2
Psychiatry				1		2		1			1	1	3	3
Total	—	1	3	1	2	14		1	—	3	2	1	3	21	10

(continued)

TABLE 7 (continued)

College/Department	MEN Prof	Assoc Prof	Asst Prof	Instr	Asst Inst	Grad Asst	WOMEN Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	TOTAL M	TOTAL W
James Madison				2		14	1				3	2	16	6
Justin Morrill				17	1	1				8	2		19	10
Lyman Briggs				1		7						3	8	3
Natural Science														
Dean's Office														
Astronomy						1							1	
Biolog. Sci Prog.			1										1	
Biophysics						9			1			1	9	2
Botany	1		3			48						1	52	1
Chemistry	2					159				1		23	161	24
Entomology			1		1	17					1		19	1
Geology				1	1	9						3	11	3
Kellogg Bio Sta						3							3	
Mathematics	6	1	5	2	8	101			2			19	123	21
Nursing										4	8			12
Physics	2		2			85				1			89	1
Statistics				1	1	23				2		3	25	5
Zoology						32						11	32	11
Total	11	1	12	4	11	487			3	8	9	61	526	81
Social Science														
Dean's Office			1	3		1							5	
Anthropology	1					15	1					11	16	12
Geography					1	27						3	28	3
Labor Ind. Rel	1		1			17						1	19	1
Police Admin.				1		8							9	
Political Science						36				5		6	36	11
Psychology						59				2	1	22	59	25
Social S. i Res.						3							3	
Social Work						8		1	5		2	6	8	14
Sociology				4		21						18	25	18
Urb. Pl. & Land Arch.				1		13						1	14	1
African Studies Center						6				1			6	1
Asian Studies Center	1	1											2	
Total	3	1	2	9	1	214	1	1	5	8	3	68	230	86

TABLE 7 (continued)

College/Department	MEN Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	WOMEN Prof	Assoc	Asst	Inst	Asst Inst	Grad Asst	TOTAL M	TOTAL W
University College														
Dean's Office				1							23		1	28
Amer. Thgt. Lang.				3		3				15	26	3	6	44
Humanities				4						5	5		4	10
Natural Science			1	4									5	
Social Science				4		1				2		1	5	3
Evaluation Serv.				1		3							4	
Total			1	17		7				22	59	4	25	85
Veterinary Medicine														
Dean's Office						1							1	
Anatomy			1	1		12				1		2	14	3
Large Animal				4									4	
Med. Technology				2						1			2	1
Microbiology			1		3	22					2	16	26	18
Pathology				1		4							5	
Pharmacology			2			2						1	4	1
Physiology		2	2			19							23	
Small Animal				4		1				1	1		5	2
Total		2	6	12	3	61				3	3	19	84	25
Provost's Office														
Abrams Planet.						2							2	
Aerospace				1									1	
Ctr. Urb. Aff.						3						1	3	
Cont. Educ				6	1	7						1	14	2
Hiway Traf..						14							14	
Comm. Dev.						5			1				5	1
Radio TV Broad.						4							4	
Grad. Studies						2							2	
Institutional Res.				2								1	2	1
Instructional Media						6						1	6	1
Land Grant Res.						2							2	
Learning Serv.						5						1	5	1
Library					1						3		1	3
Museum						3							3	
Total				9	2	53			1		3	5	64	8

(continued)

TABLE 7 (continued)

College/Department	MEN						WOMEN						TOTAL	
	Prof	Assoc Prof	Asst Prof	Inst.	Asst Inst	Grad Asst	Prof	Assoc Prof	Asst Prof	Inst	Asst Inst	Grad Asst	M	W
Vice Pres. Stud Aff.						5						2	5	2
Counseling Ctr				1		13				1		8	14	9
Stud. Aff						40						28	40	23
Total	—	—	—	1	—	58	—	—	—	1	—	38	59	39
Vice Pres Res. Devel. Water Research						2							2	
President's Office Internat. Prog			1										1	
Total University	20	14	47	148	28	1870	4	2	16	131	128	470	2127	751

TABLE 8

MEDIAN SALARIES OF FACULTY MEN AND WOMEN
AT THE SAME RANK IN COMPARABLE POSITIONS
1969-70

Position		10-Month Appointments		12-Month Appointments	
		Men	Women	Men	Women
Department Chairmen	252*			26,000	20,000
	264			21,500	19,100
	284			25,400	22,200
	288			26,000	22,800
Professors	080	16,775	12,500		
	328	16,900	16,800		
	810	15,500	16,000		
	152	18,000	15,600		
	312	16,250	14,150		
	422-426	15,150	15,200		
	364			17,825	16,900
	382			20,500	19,600
	858	19,100	16,400		
	782	17,450	14,875		
	850	19,150	16,500		
	064	16,200	16,400		
	690	15,400	15,000		
	220			16,450	14,200
Associate Professors	080	11,900	11,800		
	328	12,500	11,900		
	438	13,900	14,775		
	586	11,600	11,800		

* Payroll Codes
Source: Salary Schedule, 1969-70. Does not include mid-year increases.
NOTE: This table does not take into account the difference in years served at the present rank, highest degree earned, or professional stature. In many cases the salary of one woman is compared to salaries of a sizeable group of men at the same rank.

TABLE 8 (continued)

Position		10-Month Appointments		12-Month Appointments	
		Men	Women	Men	Women
Associate Professors	682	11,750	11,000		
	730	12,100	13,200		
	810	12,200	12,750		
	152	13,550	12,300		
	120	13,600	13,050		
	312	14,200	13,200		
	364	13,600	13,650	16,900	15,500
	382			14,250	15,950
	280	12,475	12,000		
	248	12,850	14,300		
	626			16,250	16,200
	610	12,900	11,700		
	758	13,200	13,400		
	782	13,200	11,900		
	850	13,800	13,800		
	064	11,900	12,500		
	690	12,500	11,900		
	665	13,400	12,800	18,000	13,350
	220	14,250	12,800		
Assistant Professors	080	9,650	9,700		
	586	11,200	11,400		
	682	11,100	9,750		
	810	11,150	9,900		
	016	12,500	10,600		
	120	13,000	8,900		
	546	11,100	13,100		
	886	10,000	8,800		
	312	12,700	11,700	13,650	14,150
	422-426	12,150	11,750		
	818	11,950	10,950		
	316	13,500	12,600		
		11,400	10,700		
	466			19,400	15,900
	626			20,000	19,000
	276	10,500	10,700		

(continued)

TABLE 8 (continued)

Position		10-Month Appointments Men	10-Month Appointments Women	12-Month Appointments Men	12-Month Appointments Women
Assistant Professors	742			14,800	14,700
	858	11,100	11,400		
	758	11,400	11,650		
	782	11,350	10,950		
	850	12,700	12,700		
	854	12,500	11,850		
	064	11,250	10,350		
	690	11,050	10,800		
	172			16,000	16,000
	220			12,100	12,200
	538	9,900	9,200		
	406	10,300	8,300		
	810	9,400	9,100		
	422-436	9,900	8,000		
	882	7,800	9,000		
	280	9,000	8,350		
	064	9,200	9,200		
	690	9,500	9,100		
	838	9,650	9,300		
	718			13,000	9,000

Mid-year increases were distributed as follows:

	Professor		Associate Prof.		Assistant Prof.		Instructor		Other		Total	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
$1,000 Each	87	5	81	12	90	9	25	10	2	-	285	36
600 Each	-	-	-	-	-	-	1	-	-	-	1	-
500 Each	9	2	10	3	15	3	6	-	-	-	40	8
	96	7	91	15	105	12	32	10	2	-	326	44

TABLE 9

RATE OF PAY OF FACULTY WOMEN ON TEMPORARY APPOINTMENT

	Number of Women				
Yearly Rate	Prof	Assoc	Asst	Inst*	Asst Instr*
$19,000 up	1				
18,000-18,999					
17,000-17,999					
16,000-16,999	1@				
15,000-15,999	1		1		
14,000-14,999			1		
13,000-13,999					
12,000-12,999		1@	5	2	
11,000-11,999		1	4@	1	
10,000-10,999	1			7	
9,000- 9,999				11	
8,000- 8,999			1	15	
7,000- 7,999			1	17@	
6,000- 6,999			1	3	
5,000- 5,999				3	
4,000- 4,999			1	6	
3,000- 3,999				18	
2,000- 2,999				8	
Monthly Rate					
1,000- 1,350				1	5
900- 999				1	2
800- 899				4	1
700- 799				16@	11
600- 699				4	9
500- 599				3	11
400- 499				4	10
300- 399				7	27@
200- 299				1	34
100- 199					11
83- 99					7
	4	2	15	132	128

* Not all faculty at these ranks are employed full time. Those on a monthly rate often teach fall term only.

@ Median

Source: Faculty Records, Office of Assistant to the Provost. based on Fall Term, 1969.

TABLE 10

NUMBER OF NEW APPOINTMENTS OF FACULTY WITH DOCTORATES AT MSU, 1965-68
SHOWN WITH DOCTORATES AWARDED FROM U.S. UNIVERSITIES, 1965-68
AND PRESENT MSU PERMANENT FACULTY,
BY SEX

Field	Doctorates Awarded U.S. Universities 1965-68		New appointments with Doctorates MSU, 1965-68		MSU Faculty 1969-70 Under Tenure Rules	
	Men	Women	Men	Women	Men	Women
Agriculture	3225	262	42	1	308	1
Arts & Letters	7206	1692	55*	10*	324*	49*
Business	2732	141	27	0	99	5
Comm. Arts	687	141	13	1	58	6
Education	8517	2154	30	2	160	26
Engineering	7798	33	13	1	93	1
Home Economics	116	161	1	4	9	48
Natural Sci.* Vet. Medicine Human Medicine	17871	1585	123*	15*	436*	54*
Social Sci.*	6040	1275	51	5	230	17
Other	278	37	21	1	159#	14#
Total	54470	7481	376	40	1876	221

≠ Does not include those who received their doctorates after their first appointment under tenure rules at MSU.

* Includes appointments in this field in the University College.

Includes University College administration

Sources: Faculty Records, October 1, 1965, 1966, 1967, Office of Assistant to the Provost.

Earned Degrees Conferred, U.S. Department of Health, Education and Welfare, Office of Education 1965-66, 1966-67, 1967-68.

TABLE 11

NUMBER OF NEW APPOINTMENTS OF FACULTY WITH DOCTORATES AT MSU, 1965-68
SHOWN WITH DOCTORATES AWARDED BY U.S. UNIVERSITIES, 1965-68
AND PRESENT MSU FACULTY UNDER TENURE RULES
BY COLLEGE AND DEPARTMENT

	Doctorates Awarded U.S. Universities 1965-68		New Appointments Awarded Doctorates MSU, 1965-68		MSU Faculty 1969-70 Under Tenure Rules	
	M	W	M	W	M	W
Agriculture						
Ag. Econ.	408	6	6	1	43	
Ag. Engr.	112		3		21	
Animal Husb	370	5	3		18	
Biochemistry	863	225	5		21	
Crop/Soil Sci.	588	4	6		43	
Dairy	96	2	2		20	
Fisheries & W.L.	80	2	3		10	
Food Science	162	7	2		19	
Forestry	211		4		19	
Horticulture	200	3	3		31	
Poultry	68	3	2		9	
All Others	67	5	3		54	1
Total	3225	262	42	1	308	1
Arts & Letters						
Art	149	68	1	1	31	4
Amer. Thgt. & L.	87	16	9	2	42*	13
English	1906	626	7		45	3
History	1686	256	8		31	2
Humanit. U. Col			11	1	45*	
German-Russian	285	84	4	1	18	3
Ling. Or. Af. L.	206	72	1	1	8	2
Music	457	76	3		38	9
Philosophy	654	76	5		20	1
Religion	989	57	1		4	
Romance Lang	689	336	4	3	26	7
All Others	98	25	1**	1**	16**	5**
Total	7206	1692	55	10	324	49
Business						
Accounting E.A.	135	9	5		21	
Bus. Law	-NLS-@		1		7	4
Economics	1510	94	10		27	
Hotel Rest. M			2		5	1
Management	-NLS-		3		15	
Marketing	38	1	5		18	
All Others	1049	31	1		6	
Total	2732	141	27		99	5

* Includes one from Evaluation Services.
** Includes Justin Morrill and Dean's Office
@ None Listed Separately.

TABLE 11(continued)

	U.S. M	U.S. W	New MSU M	New MSU W	Present MSU M	Present MSU W
Comm. Arts						
Advertising	-NLS-		1	0	6	1
Communication	-NLS-		2		20	
Journalism	58	12		1	9	1
Audiol Sph.	529	129	7		14	3
Drama						
TV-Radio	-NLS-		3		7	
Other					2	1
Total	687	141	13	1	58	6
Education						
Administrat.	1945	181	3		17	
Couns. Pers	1017	302	7	1	23	3
Health Phys Ed.	372	156		1	18	10
All Other	5183	1515	20		102*	13
Total	8517	2154	30	2	160	26
Engineering						
Chemical	1018	8	1		9	
Civ/San	1042	2			11	
Electrical	1958	2	1		20	1
Mechanical	1036	2	1		18	
Metallurgy	552	2	5		15	
Syst. & Comput.	92	1	5	1	13	
All Others	2100	16			7	
Total	7798	33	13	1	93	1
Home Economics						
Foods & Nutr.	74	70			3	8
Home Mgt. Ch. Dev.	38	33	1	2	3	15
Inst. Admin.		5		1		6
Text. Clo. Rel Arts	1	18		1	3	15
Other	3	35				4
Total	116	161	1	4	9	48
Natural Science						
Biophysics	180	15	3		5	
Bot. Plt. Path.	784	78	3		31	
Chemistry	4610	346	11		32	
Entomology	391	25	2		17	
Geology	757	20	2		11	
Mathematics	2083	147	32	3	65	1
Nursing		6				22
Physics & Astr.	3504	92	11		43	1
Statistics	310	21	3	1	13	2
Zoology	762	138	3	1	18	1
Biol. Sci.	629	173			1	
Nat. Sci--U. Coll.			17	7	49	13
All Others			11	1	20**	1
(Sub-Total)	(14010)	(1061)	(93)	(13)	(305)	(41)

* Includes four from Evaluation Services.

** Includes one from Evaluation Services, five from dean's office, three from Kellogg Bio. Sta. and 11 from Lyman Briggs.

TABLE 11 (Continued)

	U.S.		New MSU		Present MSU	
	M	W	M	W	M	W
Veterinary Medicine						
Anatomy	195	48	2	1	12	1
Med. Technology	2					
Microbiology	699	137	6			2
Pathology	119	4	3		20	3
Pharmacology	287	42	4		14	1
Physiology	381	69	8		8	
Clin. Vet. Med	91	2			19	
Other					27	2
Subtotal	(1774)	(302)	(23)	(1)	4 (104)	(9)
All Others (Biol. Phys. Sci,Hlth etc.)	2087	222	2	1	27*	4*
Total Nat. Sci, Vet Med, Hlth	17871	1585	123	15	436	54
Social Science						
Anthropology	283	89	5		15	
Geography	221	12	9		17	
Labor Ind Rel	45	2	3		15	1
Police Admin.	86	6			13	
Political Sci.	1064	119	6	2	28	2
Psychology	2807	738	15	2	46	5
Social Work	138	67	1	1	9	5
Sociology	775	163	6		23	2
Urb. Pl. Land A	20	2			16	
Soc. Sci-U. Col			6		29	1
All Others	601	77			19**	1
Total	6040	1275	51	5	230	17
All Other Areas	278	37	21	1	159	14
Grand Total	54470	7481	376	40	1876	221

* Human Medicine

** Includes James Madison College, Dean's Office & African & As. Studies

TABLE 12

RATE OF PROMOTION OF FACULTY WOMEN:
YEARS WOMEN, NOW PROFESSORS SERVED AT THE ASSOCIATE PROFESSOR LEVEL

Years	Agric.	A & L.	Business	Comm Arts	Educ.	Engr.	H. Econ	H. Med.	Nat Sci	Soc Sci	U. Coll.	V. Med	Res. Col.	Stu. Aff.	Prov.	Tot.
0		1					1		1						1	4
1												1				1
2			1				2			1						4
3					2									1	1	4
4		1			1		1		1		1					5
5	(Median)						2			1				1	1	5
6							1		1	1	1					4
7							1					1		1		3
8			1		1		3									5
9			1		1		1									2
10		1														1
11										1						1
12					1											1
13																0
14																0
15																0
16																0
18							1									1
	0	3	2	0	5	0	13	0	3	4	2	2	0	3	3	41

Source: Faculty Employment Records, Office of Assistant to the Provost. Includes changes to October 1, 1969.

NOTE: Thirty-eight of the 41 professors now have a doctor's degree.

TABLE 13

RATE OF PROMOTION, OF FACULTY WOMEN:
YEARS WOMEN AT THE ASSOCIATE PROFESSORS LEVEL HAVE SERVED AT THAT LEVEL

Years	Agric.	A & L	Business	Comm. Arts	Educ	Engr.	H. Econ	H. Med.	Nat. Sci.	Soc. Sci	U. Coll	V. Med	Res. Col	Stu. Aff	Prov.	Tot.
1		2			2		3		1	3	4	1	1			17
2					1		1		1	1	2					6
3		3						1			1			1		6
4 (Median)		3												1		4
5		2	1				1									4
6				1			1									2
7		2					1*									3
8		2														2
9							3				1					4
10							1		1				1			3
11		1							1							2
12																
13					1											1
14																
15					1*							1			1	3
16																
20												1				1
22																
	0	15	1½ 2	1	5	—	11	1	4	4	8	3	2	2	1	1 59

NOTE: Forty-two of the 59 now have a doctor's degree

TABLE 14

RATE OF PROMOTION OF FACULTY WOMEN
YEARS WOMEN, NOW ASSOCIATE PROFESSORS, SERVED AT THE ASSISTANT PROFESSOR LEVEL

Years	Agr	A & L	Business	Comm Arts	Educ	Engr	H. Econ	H. Med.	Nat Sci	Soc Sci	U. Coll.	V. Med.	Res. Col.	Stu Aff.	Provost	Total
0		2	1		2		2	1	1							9
1		3					1			1	2					4
2		2					1		1		1	1	1	1		8
3		2			2		1			2	2					9
4 (Median)		2	1				2			1		2				6
5											1				1	4
6		2														
7																
8		1					1									2
9		1							1							2
10		1			1									1		3
11							1				1		1			3
12																
13				1			1									2
14									1		1					2
15																
16		1					1									2
	0	15	2	1	5	—	11	1	4	4	8	3	2	2	1	59

(continued)

TABLE 15

RATE OF PROMOTION OF FACULTY WOMEN:
YEARS WOMEN AT THE ASSISTANT PROFESSOR LEVEL HAVE SERVED AT THAT LEVEL

Years	Agr.	A & L	Business	Comm Arts	Educ	Engr	H. Econ	H. Med	Nat Sci	Soc Sci	U. Coll	V. Med.	Res. Coll.	Stu Affr.	Provost	Total
1				2	2		1	2	2	1	1	1		1		13
2 (Median)		2			3		2	1	4	1	4		1		1	19
3		1	1		4		1		3	3	2			2		17
4	1	1		2	1	1			1	2	1					10
5											1					1
6																
7									1							1
8									1							1
9							2									2
10							1									1
11																
12																
13																
14							1									1
15																
16		2														2
17																
18																
19					1											1
20		1					2									3
23					2											2
	1	7	1	4	13	1	10	3	12	7	9	1	1	3	1	74

NOTE: Thirty-four of the 74 now have a doctor's degree.

TABLE 16

LENGTH OF SERVICE AT MSU OF WOMEN UNDER TENURE RULES
BY RANK

Year 1st Apptment under Tenure Rules	Prof	Assoc	Asst	Instr.	By Decade Prof	Assoc	Asst.	Instr.
1927		1			0	1	0	0
1930			1					
1931	1							
1932								
1933			1					
1934								
1935								
1936					3	0	2	0
1937	1							
1938								
1939	1							
1940								
1941			2					
1942	1	1						
1943	1	2	1					
1944	1	2	1					
1945	2	1	1					
1946	3	3	1		10	16	6	0
1947	1	5						
1948	1	1						
1949		1						
1950	2	4						
1951			1					
1952	2	1						
1953	4@	1	1					
1954		1	1					
1955	2	1						
1956	1		1	1	15	13	6	1
1957	1	1						
1958	1	2						
1959	2	2@	2					
1960	2	2						
1961	3	1	3	1				
1962		2	2					
1963	2	2	1					
1964	2	3	2	2				
1965	1	7	2	7	13	29	60	46
1966	1	8	11	6				
1967	1	3	16@	6				
1968			16	11@				
1969	1	1	7	13				
Total	41	59	74	47				

Source: Faculty Records, October 1, 1969, Office of Assistant to the Provost.

@ Median

TABLE 17

LENGTH OF SERVICE OF TEMPORARY FACULTY WOMEN*
PROFESSOR--INSTRUCTOR

Year@ of First Appointment	Present Rank				
	Prof	Assoc	Asst	Inst	Total
1945					
1946				1	1
1947			2	1	3
1948					
1949					
1950					
1951	1				
1952					1
1953					
1954				1	1
1955					
1956				1	1
1957				2	2
1958				2	2
1959				2	2
1960					-
1961				4	4
1962				4	4
1963			1		1
1964		1	1	1	3
1965			1	1	2
1966			1	10	11
1967 (Median)				18	18
1968				16	16
1969	1	1	3	17	22
	2		7	50	59
Total	4	2	16	131	153

* Records not available for Assistant Instructors and Grad. Assts.

@ Appointed as assistant instructor or a higher rank. Most have taught continuously. Some served as graduate assistants before being appointed to the faculty on a temporary basis.

Source: Faculty Records, Fall 1969, Office of Assistant to the Provost.

TABLE 18

ADMINISTRATIVE POSITIONS HELD BY WOMEN

Dean	Home Economics	(1)
Associate Dean	Home Economics	(1)
Assistant Dean	Home Economics Student Affairs	(2)
Department Chairman	Foods & Nutrition Family & Child Sciences Institutional Administration Business Law & Office Admin. Nursing Social Work	(6)
Director	Medical Technology	(1)
Assistant Director	Counseling Center	(1)
Divisional Librarian	Library	(3)
TOTAL		(15)

TABLE 19

NUMBER OF STUDENTS ADMITTED TO GRADUATE STUDY*
FALL 1968 THROUGH SPRING 1969
AND PERCENTAGE ADMITTED OF THOSE WHO APPLIED
BY RESIDENCE AND SEX

College		U.S. RESIDENTS		FOREIGN STUDENTS		COLLEGE TOTALS	
		M	W	M	W	M	W
Agriculture	N	220	18	71	16	291	34
	%	73%	72%	49%	53%	65%	62%
Arts & Let.	N	304	241	17	15	321	256
	%	74%	81%	45%	68%	71%	80%
Business	N	583	17	121	6	704	23
	%	68%	81%	57%	50%	66%	70%
Comm. Arts	N	181	100	21	6	202	106
	%	80%	94%	55%	46%	77%	89%
Education**	N	840	1014	45	22	885	1036
	%	85%	94%	69%	65%	84%	93%
Engineering	N	143	8	118	3	261	11
	%	81%	100%	48%	75%	62%	92%
Home Econ.	N	4	96	-	12	4	108
	%	100%	91%	(1Ap)	50%	80%	83%
Nat. Sci.	N	604	140	51	9	655	149
	%	80%	84%	37%	27%	73%	75%
Soc. Sci.	N	449	149	31	8	480	157
	%	52%	56%	37%	32%	51%	54%
Vet. Med.	N	20	10	2	-	22	10
	%	67%	77%	25%	(1Ap)	58%	71%
All-Univ.	N	3348	1793	477	97	3825	1890
	%	73%	86%	49%	49%	69%	83%

* Numbers applying and percentages admitted by departments, are also available, but are not shown because they vary only slightly from percentages admitted by college.

** Includes graduate students admitted to non-degree programs.

TABLE 20

NUMBER AND PERCENTAGE OF GRADUATE STUDENTS, FALL 1969
WHO RECEIVED FINANCIAL AID
(FELLOWSHIPS, SCHOLARSHIPS, GRADUATE ASSISTANTSHIPS)
BY COLLEGE AND SEX

College	Graduate Assistant-ships		Scholarships Fellowships (non-dupl)		Financial Aid Tot. (non-dupl)		Fall, 1969 Enrollment Grad. Stud.		Percentage Receiving Fin. Aid.	
	M	W	M	W	M	W	M	W	M	W
Agriculture	300	23	119	15	403	37	644	57	62.6	64.9
Arts & Letters	177	111	68	26	221	133	431	322	51.3	41.3
Business	175	6	63	3	227	9	872	36	26.0	25.0
Comm. Arts	80	26	22	29	99	55	228	104	43.4	52.9
Education	121	55	137	100	249	150	1420	1140	17.5	13.2
Engineering	92	2	32	1	122	3	274	7	44.5	42.9
Resid. Colleges	22	5			22	5				
Home Economics	7	44	2	13	8	53	11	115	72.7	46.1
Human Medicine	14	3	7	1	17	4	72	16	23.6	25.0
Natural Science	487	61	137	28	583	81	804	137	72.5	59.1
Social Science	214	68	170	80	365	145	632	229	57.8	63.3
Univ. College	7	4	2	1	9	5				
Vet. Med.	61	19	61	12	114	26	148	38	77.0	68.4
Provost	53	5	5		57	5				
President & V.P.	60	38		1	60	39				
Total	1870	470	825	310	2556	750	5536	2201	46.2	34.1

TABLE 21
NUMBER AND PERCENTAGE OF GRADUATE STUDENTS, FALL 1969
WHO RECEIVED FINANCIAL AID
(FELLOWSHIPS, SCHOLARSHIPS, GRADUATE ASSISTANTSHIPS)
BY DEPARTMENT AND SEX

College/Department	Graduate Assistantships		Fellowships/ Scholarships (non-dupl)		Tot. Students Receiving Aid (non-dupl)		Fall, 1969 Enrollment Grad. Stud.		Percentage Receiving Fin. Aid*	
	M	W	M	W	M	W	M	W	M	W
Agriculture										
Ag. Econ.	36		8		43	-	103	9	41.7	
Ag. Engr.	22	1	5		26	1	46	2	56.5	50.0
Animal Husb	13	1	3		14	1	18	2	77.8	50.0
Biochemistry	27	5	37	8	62	13	58	12	106.9	108.3
Crop/Soil Sci.	34	2	8	1	40	3	61	3	65.6	100.0
Dairy	13	2	4	2	21	4	26	2	80.8	50.0
Fish. Wildlife	20		18		36		56	4	64.3	
Food Science	29	5	16	3	45	7	62	10	72.6	70.0
Forest Products	3	1		-	3	1	13	1	23.1	100.0
Forestry	19		5	-	24		51		47.1	
Horticulture	30	2	11	1	39	3	57	4	68.4	75.0
Poultry	10	1	1	-	11	1	12	2	91.7	50.0
Resource Devel.	22		3	-	23		76	5	30.3	
Extens. Pers.	1			-	1		5	1	20.0	
AEC--Plant Res.	14	3		-	13	3				
Inst. Ag. Tech.	2			-	2					
Total	300	23	119	15	403	37	644	57	62.6	64.9
Arts & Letters										
Dean's Office	2				2					
Art	18	7	1	3	18	9	30	57	60.0	15.8
Engl. & Comp. L	30	21	12	4	38	24	89	99	52.8	40.4
Engl. Lang Ctr.	9	16			9	16				
German-Russian	10	11	8		15	11	19	17	78.9	64.7
History	34	5	20	6	52	11	140	29	37.1	37.9
Ling. O.A. Lang	8	3	2	3	10	6	12	10	83.3	60.0
Music	33	7	9	3	35	10	62	37	56.5	27.0
Philosophy	16	6	9	1	22	7	42	11	52.4	63.6
Religion	2				2					
Romance Lang.	15	35	7	6	18	39	32	60	56.3	65.0
Interdept.							5	2		
Total	177	111	63	26	221	133	431	322	51.3	41.3
Business										
Dean's Office	9		3		9					
Acctg. Fin.	44		22		62		190	8	32.6	
Bus. Law of. Ad.	1				1					
Bus. Admin.	-						128	2		
Bur. Bus. Ec.	4				4					
Hotel. Rest. I.M.	9		1		10		30	1	33.3	
Management	27	1	10		36	1	166	2	21.7	50.0
Marketing	47	3	10		54	3	230	10	23.5	30.0
Economics	33	2	17	3	50	5	128	13	39.1	38.5
Inst. Bus. Mgt.	1				1					
Total	175	6	63	3	227	9	872	36	26.0	25.0

*Percentages exceeding 100 indicate that graduate students majoring in other departments were appointed to serve a given department.

College/Department	Graduate Assistantships		Fellowships/ Scholarships (non dupl)		Tot. Students Receiving Aid (non-dupl)		Fall, 1969 Enrollment Grad. Stud.		Percentage Receiving Fin. Aid.	
	M	W	M	W	M	W	M	W	M	W
Communication Arts										
Advertising	7	4	1	2	8	6	37	8	21.6	75.0
Audiology		3	14	24	14	27	17	46	82.4	58.7
Communication	49	11	5		51	11	82	21	62.2	52.4
Journalism	2	2			2	2	15	6	13.3	33.3
TV-Radio	5	2	1	1	6	3	39	8	15.4	37.5
Theater	17	4	1	2	18	8	38	15	47.4	40.0
Total	80	26	22	29	99	55	228	104	43.4	52.9
Education										
Adm. H. Ed.			29	3	29	3	256	34	11.3	8.8
CPSEP			76	44	76	44	273	222	27.8	19.8
Educ (non-degree)	75	37	4	1	79	38	447	445	17.7	8.5
Elem. Spec. Ed.			18	43	18	43	67	279	26.9	15.4
HPER	18	9	3	3	19	14	55	22	34.5	63.6
Human Learn.	3	1								
Second Educ.			3	6			322	138		
Sci. Math Tch Ctr	23	3	4		26	3				
Social Sci.	2	5			2	5				
Total	121	55	137	100	249	150	1420	1140	17.5	13.2
Engineering										
Chemical Engr.	3		2		5		21		23.8	
Civ/San. Engr.	6				6		59		10.2	
Computer Inst.	12	1			12	1				
Computer Lab.	6				6		35	3	17.1	
Computer Sci.	8				8					
Electrical	15				15		89	1	16.9	
Engr. Res.	24	1	30	1	52	2				
Engr. Insts.	2	-			2					
Mechanical	3				3		36		8.3	
Metallurgy	13				13		34	2	38.2	
Total	92	2	32	1	122	3	274	7	44.5	42.9
Residence Colleges.										
James Madison	14	2			14	2				
Justin Morrill	1	-			1	-				
Lyman Briggs	7	3			7	3				
Total	22	5			22	5				
Home Economics										
Dean		3		2		5		9		55.6
Family Science	4	21	1	5	4	22	4	54	100.0	40.7
Food & Nutr.	1	4	1	4	2	8	1	23	200.0	34.8
Inst. Admin.		5		1		6	4	9		66.7
Text. Clo. Rel.A	2	11		1	2	12	2	20	100.0	60.0
Total	7	44	2	13	8	53	11	115	72.7	46.1

TABLE 21 (continued)

College/Department	Graduate Assistant-ships		Fellowships/ Scholarships (non-dupl)		Tot. Students Receiving Aid (non-dupl)		Fall, 1969 Enrollment Grad. Stud		Percentage Receiving Fin. Aid.	
	M	W	M	W	M	W	M	W	M	W
Human Medicine										
Dean	2				2					
H. Med.	1			1	1	1				
Medical Ed.	9	2	7		12	2				
Psychiatry	2	1			2	1				
Total	14	3	7	1	17	4	72*	16*	23.6	25.0
Natural Science										
Astroncmy	1				1					
Biophysics	9	1	9	2	17	2	19	5	94.4	40.0
Botany	48	1	5	1	53	2	81	10	65.4	20.0
Chemistry	159	23	26	6	175	28	182	32	96.2	87.5
Entomology	17		7		22		39	2	56.4	
Geology	9	3	5	2	13	4	42	3	30.9	133.3
Kellogg Bio.	3		3		5					
Mathematics	101	19	27	3	116	21	163	34	71.2	61.8
Physics	85		15	2	95	2	113	6	84.0	33.3
Statistics	23	3	8	3	25	2	46	7	54.3	28.6
Zoology	32	11	32	9	61	20	74	25	82.4	80.0
Interdept.							45	13		
Total	487	61	137	28	583	81	804	137	72.5	59.1
Social Science										
Afr. Studies Ctr.	6		1		7					
Anthropology	15	11	16	7	30	18	42	23	71.4	78.3
As. Studies Ctr.										
Dean	1				1					
Geography	27	3	20	2	40	4	69	13	58.0	30.8
Lab. Ind. Rel.	17	1	7		23	1	30	2	76.7	50.0
Police Adm.	8		10		17		84	6	20.2	
Political Sci.	36	6	11	4	45	10	69	14	65.2	71.4
Psychology	59	22	64	26	122	48	160	66	76.3	72.7
Soc. Sci. Res.	3				3					
Social Work	8	6	17	32	24	38	39	47	61.5	80.9
Sociology	21	18	15	8	33	25	67	40	49.3	62.5
UPLA	13	1	9	1	20	1	39	4	51.3	25.0
Interdept.							33	14		
Total	214	68	170	80	365	145	632	229	57.8	63.3
University College										
Amer. Thgt. Lang	3	3			3	3				
Eval. Serv.	3				3					
Soc. Science	1	1	2	1	3	2	—	—	—	—
Total	7	4	2	1	9	5				

* Human Medicine and Clincial Science

TABLE 21 (continued)

College/Department	Graduate Assistant-ships		Fellowships/ Scholarships (non-dupl)		Tot. Students Receiving Aid (non-dupl)		Fall, 1969 Enrollment Grad. Stud.		Percentage Receiving Finan. Aid.	
	M	W	M	W	M	W	M	W	M	W
Veterinary Med.										
Dean	1				1					
Anatomy	12	2			12	2	10	2	120.0	100.0
Large Animal			3		3		4		75.0	
Microb. P.H.	22	16	18	1	33	17	50	23	66.0	73.9
Pathology	4		6	1	9	1	23	7	39.1	14.3
Pharmacology	2	1	11		13	1	13	1	100.0	100.0
Med. Tech.			1	4	1	4				
Physiology	19		21	1	40	1	42	3	95.2	33.3
Small Animal			1		1		6	2	16.7	
Surgery Med.	1				1		225	56		
Total	61	19	61	12	114	26	373	94	30.6	27.7
Provost										
Abrams Planet.	2				2					
Cent. Urb. Afrs.	3	1			3	1				
Cont. Educ.	7	1			7	1				
Highway Traffic	14		2		16					
Comm. Develop.	5				10					
Radio -TV	4		1							
Grad. Studies	2				2					
Biol. Med.			1		1					
Institutional Res.		1				1				
Inst. Med.	6	1			6	1				
Lang. G. Res.	2				2					
Learn. Service	5	1			5	1				
Museum	3		1		3					
Total	53	5	5	-	57	5				
Pres. & V.P.										
Couns. Center	13	8			13	8				
Student Affrs.	40	28			40	28				
VP Student Affrs	5	2			5	2				
Water Res.	2				2					
Inst. Studies				1		1				
Total	60	38		1	60	39				
Grand Total	1870	470	825	310	2553	750	5761	2257	44.4	33.2

TABLE 22

TRENDS IN WOMEN'S ENROLLMENTS AT MSU, 1960-69
GRADUATE AND UNDERGRADUATE

Year	Total	Under-Graduate	Graduate	New Students	First Time Freshmen
60	35%	38.2%	20.2%	38.9%	44.9%
61	36	40.0	20.1	40.5	47.0
62	38	41.4	22.9	41.2	46.8
63	39	42.3	23.0	42.5	43.2
64	39	49.9	23.4	41.6	46.8
65	39	43.1	23.6	42.4	48.3
66	40	43.8	23.6	43.4	49.1
67	41	45.1	24.7	44.2	50.0
68	41	44.8	26.6	43.9	49.0
69[1]	42	45.1	28.2	44.5	50.0

Source: Annual Report 1968-69 Office of the Registrar

[1]Enrollment Report Fall 1969 Office of the Registrar

TABLE 22A

TOTAL STUDENT ENROLLMENTS[1]

Year	Enrollment		
	Men	Women	Total
1930-31.....	3,082	1,346	4,428
1931-32.....	3,057	1,543	4,600
1932-33.....	2,875	1,412	4,287
1933-34.....	2,419	1,326	3,745
1934-35.....	2,948	1,453	4,401
1935-36.....	3,326	1,616	4,942
1936-37.....	3,837	1,871	5,708
1937-38.....	4,348	2,109	6,457
1938-39.....	4,180	3,478	7,658
1939-40.....	5,673	2,799	8,472
1940-41.....	5,485	2,962	8,457
1941-42.....	5,075	2,949	8,024
1942-43.....	6,394	2,962	9,356
1943-44.....	8,336	3,011	11,347
1944-45.....	2,799	3,841	6,640
1945-46.....	6,196	4,827	11,023
1946-47.....	12,315	4,765	17,080
1947-48.....	13,795	5,048	18,843
1948-49.....	14,407	5,598	20,005
1949-50.....	14,171	5,878	20,049
1950-51.....	13,348	6,198	19,546
1951-52.....	12,422	6.272	18,694
1952-53.....	12,339	6,580	18,919
1953-54.....	12,719	6,985	19,704
1954-55.....	13,660	7,635	21,295
1955-56.....	15,197	7,770	22,967
1956-57.....	17,263	9,277	26,540
1957-58.....	17,596	9,715	27,311
1959-60.....	18,506	11,451	29,957
1960-61.....	20,351	13,039	33,390
1961-62.....	21,888	15,055	36,893
1962-63.....	23,031	16,453	39,484
1963-64.....	24,987	17,871	42,858
1964-65.....	26,979	20,173	47,152
1965-66.....	29,421	21,787	51,208
1966-67.....	32,076	25,710	57,786
1967-68.....	33,142	25,863	59,005
1968-69.....	34,000	28,300	62,300

1 Totals include non-duplicate enrollments for the East Lansing Campus, Resident Centers, Credit Extension, and Oakland University.

TABLE 23

TRENDS IN WOMEN'S ENROLLMENTS AT MSU, 1960-69
BY COLLEGE

College	Fall 1960[1] Enrollment Total	Women	% Women	Fall 1969[2] Enrollment Total	Women	% Women	% Growth	% Growth Women	Change % Women	Number
Agriculture	1,919	38	2.0	2,687	215	8.0	140.0	565.3	+ 6.0	+ 177
Arts & Letters	1,458	1,005	68.9	4,375	2,735	62.5	300.1	272.1	- 6.5	+ 1,730
Business	3,221	494	15.3	3,757	361	9.6	116.6	73.1	- 5.7	- 133
Comm. Arts	879	382	43.5	2,130	899	42.2	242.3	235.3	- 1.3	+ 517
Education	6,047	3,924	64.9	6,594	4,560	69.2	109.0	116.2	+ 4.3	+ 636
Engineering	1,798	11	.6	2,351	89	3.8	130.8	809.1	+ 3.2	+ 78
Home Econ	769	765	99.5	1,484	1,450	97.7	193.0	189.5	- 1.8	+ 685
Human Med.				328	210	64.0				
Res. Coll.				1,974	962	48.7				
Nat. Sci.	2,471	712	28.8	4,941	1,621	32.8	200.0	227.7	+ 4.0	+ 909
Soc. Sci.	2,843	878	30.8	5,878	1,948	33.3	206.8	223.0	+ 2.5	+ 1,070
Vet. Med.	632	210	30.8	663	201	30.1	97.9	95.7	- 0.7	- 9
Non Pref	1,951	796	40.8	3,538	1,770	50.0	181.3	222.4	+ 9.2	+ 974
Un Class	166	76	45.8	115	30	26.1	69.3	39.5	- 19.7	- 46
Total	24,204[3]	9,291	38.4	40,820	17,051	41.8	168.6	183.5	+ 3.4	+ 7,760

Source

[1]Enrollment Report for Fall 1960 Registrar's Office
[2]Enrollment Report for Fall 1969 Office of the Registrar
[3]Total enrollment by curriculum does not equal non-duplicate total for East Lansing Campus due to different method of counting in Fall 1960.

TABLE 24

NUMBER AND PERCENTAGE OF DEGREE RECIPIENTS WHO WERE WOMEN, 1968-69, BY DEPARTMENT

College/Department	Number Degree Recipients			Percentage		
	Bach	Mast	Doct	Bach	Mast	Doct
Agriculture						
Ag. Econ						
Ag. Engr.						
Animal Husb	3			10.7		
Biochem		5			62.5	
Dairy	1			6.7		
Fish. & W.L.	2			2.2		
Food Sci.	2	1		18.2	9.1	
Forestry						
Forest Prod	1			.6		
Hort.	4	1	1	18.2	10.0	7.1
Inst. Exp. Pers.		1			8.3	
Poultry	1			16.7		
Res. Dev.						
Soil Sci						
(Interdept)						
Ag. Bus.						
Ag. Comm	2			40.0		
Ag. Educ.						
Total	16	8	1	3.5	5.7	1.2
Arts & Letters						
Art	112	16		72.3	44.4	
English	204	33	4	78.8	58.9	50.0
Ger.-Russian	16	4	1	69.6	33.3	33.3
History	77	19		47.8	32.8	7.7
Ling. Or. Af. Lang	2			100.0		
Music	40	13	1	58.0	38.2	12.5
Philosophy	4	2		22.2	28.6	
Religion	1			33.3		
Romance Lang.	71	18		83.5	62.1	
Interdescipl.	41			67.2		
Total	568	105	7	67.9	44.7	18.9
Business						
Acctg. Fin. Adm.	12	3		7.6	2.5	
Bus. Adm.		1			1.2	
BLOA	46			18.5		
Econ.	8			5.9		
Hotel Rest. I. Mgt.	7	2		7.1	9.1	
Management	2			2.5		
Marketing	3	5		2.6	3.4	
Total	78	11		9.3	2.4	

Source: Registrar's Annual Report, 1968-69

TABLE 24

College/Department	Number Degree Recipients			Percentage		
	Bach	Mast	Doct	Bach	Mast	Doct
Communication Arts						
Advertising	25			20.3		
Audiology	32	20		84.2	87.0	
Communication	23	9	1	56.0	33.3	5.3
Journalism	25	5		54.3	71.4	
Speech & Th.	32	12	3	84.2	44.4	17.6
TV-Radio	13	5		16.5	17.8	
Total	155	51	4	41.4	39.5	9.5
Education						
AHE		18	5		13.7	11.1
CPSEP		88	7		46.8	18.9
El. Spec.	937	235	1	93.8	81.5	10.0
HPER	42	13	2	34.1	27.7	40.0
Sec	1	89	15	3.6	31.3	31.9
Total	980	473	30	85.3	48.5	20.8
Engineering						
Ag. Engr.						
Chemical						
Civil	1			1.6		
Electrical						
Engineering Science	3			12.0		
Mechanical						
MMM						
Total	4	—	—	1.2	—	—
Home Economics						
Family Sci	37	24	2	97.4	96.0	100.0
Foods & Nutr	44	4		97.8	100.0	
Inst. Adm		4			80.0	
Text. Clo Rel Arts	142	16		99.3	100.0	
Interdept.	76	3		100.0	100.0	—
Total	299	51	2	99.0	96.2	
Human Med.						
Natural Sci						
Astrophysics	1			20.0		
Biochem	6			20.0		
Biophysics						
Botany	6	4	2	100.0	40.0	25.0
Chemistry	9	5	1	17.0	29.4	4.3
Entomology	1			33.3		
Geology	1	1		3.3	14.3	
Mathematics	90	10	1	44.6	21.7	5.6
Microbiology	4	2	2	50.0	16.7	28.6
Nursing	65			95.6		
Physics	1	4	1	2.9	14.3	8.3
Physiology	4			57.1		
Statistics		5			29.4	
Zoology	13	8	1	16.3	57.1	14.3
Bio Sci (ID)	26	3		41.3	12.5	
Physical Sci (ID)	4	1		14.3	33.3	
Gen. Sci (ID)	3	5		50.0	12.2	
Total	234	48	8	37.5	19.8	8.7

TABLE 24 (continued)

College/Department	Bach	Mast	Doct	Percentage Bach	Mast	Doct
Justin Morrill	66			53.2		
Social Science						
Anthropology	12	1		48.0	14.3	
Geography	3	3		11.5	21.4	
Lab. Ind. Rel.		2			9.5	
Police Admin.	9	1		7.7	2.9	
Political Science	25	3		18.1	13.6	
Psych	87	16	4	34.8	33.3	21.1
Social Work	131	19		93.6	43.2	
Sociology	16	4		45.7	19.0	
UPLA						
Interdept	175	8		31.1	53.3	
Total	458	57	4	34.1	24.6	8.3
Vet. Med						
Anatomy		1	1			20.0
Microb. P.H.						
Med. Tech.	38			80.9		
Pathology		2	1		22.2	33.3
Physiology						
Surgery		1				
Vet. Med	14			20.3		
Total	52	4	2	44.8	23.5	22.2
Univ. Gd. Total	2910	808	53	44.7	31.4	10.9

TABLE 25

TRENDS IN NUMBERS AND PERCENTAGES
OF MEN AND WOMEN FACULTY UNDER TENURE RULES
BY RANK AND BY COLLEGE
1962-69

Rank	1962-63 Men	1962-63 Women	1962-63 % Women	1966-67 Men	1966-67 Women	1966-67 % Women	1969-70 Men	1969-70 Women	1969-70 % Women
Professor	517	20	3.5	679	32	4.5	803	41	4.9
Assoc. Prof.	406	54	11.7	428	52	10.8	488	59	10.8
Asst. Prof.	316	43	12.0	480	74	13.4	471	74	13.6
Instructor	113	36	26.1	139	51	26.8	114	47	29.2
Total	1352	153	10.2%	1726	209	10.8%	1876	221	10.5%
College									
Agriculture	270	6	2.2	274	5	1.8	308	1	.3
Arts and Let.	142	21	12.9	212	29	12.0	223	31	12.2
Business	93	6	5.8	118	5	4.1	99	5	4.8
C. Arts	46	4	8.0	62	3	4.6	58	6	9.4
Education	112	22	16.4	147	28	16.0	156	26	14.3
Engr.	90	-	-	82	1	1.2	93	1	1.1
Home Econ.	7	51	87.9	5	58	92.1	9	48	84.2
Human Medicine	-	-	-	3	1	25.0	27	4	12.9
James Madison	-	-	-	-	-	-	13	1	7.7
Justin Morrill	-	-	-	9	3	25.0	14	4	22.2
Lyman Briggs	-	-	-	-	-	-	11	1	8.5
Nat. Science	153	15	8.9	221	24	9.8	244	27	7.4
Soc. Science	122	4	3.2	159	13	7.6	188	15	10.0
Univ. College	142	10	6.6	196	22	10.1	175	28	13.8
Vet. Med.	60	5	7.7	90	5	5.3	104	9	8.0
Others	110	9	7.6	148	12	7.5	154	14	8.3
Total	1352	153	10.2	1726	209	10.8	1876	221	10.5

TABLE 26

MEN AND WOMEN FACULTY RECOMMENDED FOR PROMOTION
BY COLLEGE AND RANK
SPRING, 1970

College	MEN			WOMEN			M&W
	Prof	Assoc. Prof.	Asst. Prof	Prof.	Assoc. Prof.	Asst. Prof.	Total
Agriculture	12	17	-	-	-	-	29
Arts & Letters	7	12	-	4	1	-	24
Business	4	3	-	1	-	-	8
Comm. Arts.	4	-	1	-	1	-	6
Education	11	6	-	-	2	-	19
Engineering	3	4	-	-	-	-	7
Home Econ.	1	-	-	2	1	-	4
Human Med.	4	3	1	-	-	-	8
James Madison	1	-	-	-	1	-	2
Justin Morrill	1	1	-	-	-	1	3
Lyman Briggs	-	2	-	1	-	-	3
Natural Sci.	12	15	-	-	-	-	27
Social Sci.	2	10	-	1	-	-	13
Univ. College	5	17	3	1	-	-	26
Vet. Med.	1	1	-	-	-	1	3
Other	7	6	2	-	1	-	16
Total	75	97 (179)	7	10	7 (19)	2	198

TABLE 27

OTHER STAFF MEMBERS WITHOUT FACULTY RANK

	MEN		WOMEN		PERCENTAGE WOMEN	
	Continuing App'tments	Temporary App'tments	Continuing App'tments	Temporary App'tments	Continuing App'tments	Temporary App'tments
Advisers	-	1	-	-	-	-
Agric. Extens. Agts.	187	1	72	-	27.8	-
Consultants	1	19	1	1	50.0	5.0
Lecturers	2	16	-	2	-	-
Librarians	23	-	49	-	68.1	-
Post-Doct. Fellows	-	8	-	2	-	20.0
Research Associates	-	98	-	10	-	9.3
Specialists	17	10	19	7	52.8	41.2
Others*	12	6	5	1	29.4	14.3
Total	242	159	146	23	37.6	12.6
Total by Sex	401		169			
Percentage by Sex	(70.4%)		(29.6%)			

*Includes Artist, Attorney, Bibliographers, Coordinators and Assistant Coordinators, Curator, Dairyman, Directors and Assistant Directors, Manager, President's Assistant, and Teachers (Nursery School)--all without faculty rank.